

1, 6th Floor, Crown Court, 34, Cathedral Road, Madras - 600 086, INDIA.  
Tel: (91) 44 - 825 1532, 825 1547, 825 2714, 825 2715, 828 4776 Fax: (91) 44 - 828 4983, Tx: (81) 41 - 8620 RKD IN

Mr.A.P. Uthirakumar,  
C/o.A.P.Arulmozhi Udaiyar,  
No.12,Railway Border Road,  
T.Nagar,  
Madras - 600 017.

Dear Mr.Uthirakumar,

With reference to your application dated and subsequent interview, we have pleasure in offering you an appointment as TRAINEE CHEMIST-P.D. LAB in our company on the following terms and conditions:

#### 1. TRAINING

You will be under training for a period of ONE YEAR from the date of your joining. If your progress during the training period is not satisfactory, the training period may be extended at the discretion of the management.

#### 2. PROBATION PERIOD

(a) After satisfactory completion of your training, you will be put on probation for a minimum period of 12 months. On satisfactory completion of probationary period you will be confirmed in the services of the company. If your work and conduct during probation period is not satisfactory, the period of probation may be extended at the discretion of the management.

(b) Unless an order writing, confirming you on a post is passed expressly you will not be deemed to have been confirmed even though your probationary period may have expired.

(c) During training/probation period your performance will be periodically watched and monitored.

#### 3. EMOLUMENTS

(a) You will be paid a consolidated stipend of Rs.1850/- (Rupees One Thousand Eight Hundred And Fifty Only) per month.

(b) On successful completion of your training, you will be fixed in proper scale of pay grade now and then applicable.

(c) During the training period you will not be entitled to bonus. When you are placed on probation you will be entitled to bonus according to the Payment of Bonus Act.

#### 4. MEDICAL FITNESS

(a) This appointment will be subject to your being found medically (physically and mentally) fit by our medical officer. The continuance of this appointment will be subject to your remaining medically fit.

(b) You will be required, at any time during your service, to appear before a Medical Officer specified by the company.

#### 5. VERIFICATION REPORT

This appointment will be subject to receipt of satisfactory verification of the particulars given by you in your application form.

#### 6. OBLIGATIONS

(a) The company will expect you to work, in any section in which you are placed, with a high standard of initiative, efficiency and economy.

(b) You will not give out to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, security arrangements, administrative and/or organisational matters of a confidential or secret nature which it may be your personal privilege to know to know by virtue of your being our employee.

#### 7. POSTING

Initially you will be posted at our factory at Alathur, Chengai- M.G.R. Dist., Tamil Nadu state. You may be posted/transferred to any unit/branch of our company whether at present existing or which may be set up in future at any time and at any place in India, from time to time. On such posting you will be governed by the terms and conditions of service applicable to your category of staff employed in that unit/branch.

#### 8. OTHER RULES AND REGULATIONS

In all matters are not specifically provided for herein, such as leave, P.F., medical benefits, T.A. retirement, gratuity etc., you will be subject to rules and regulations of the company as may be in force from time to time at the place where you may be working.

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9. TERMINATION

(a) Notwithstanding any of the clauses of this letter of appointment, the management reserves the right in its sole discretion of terminating this appointment without assigning any reason and without notice during your training period.

(b) During the probationary period if the management is not satisfied with your performance your services will be liable to termination without notice.

(c) The management reserves the right in its sole discretion of terminating your permanent service after giving you notice for one month for every year of service put in (subject to a minimum of one month and a maximum of three month's notice payment in lieu thereof):

10. REPORTING DATE

If you accept the above terms and conditions, you are requested to return the duplicate copy of this letter of appointment duly signed by you in token of your acceptance, within one week and report for duty on ..... While reporting for duty, please bring two copies of your latest photograph in passport size and one copy each of your certificates/testimonials alongwith originals.

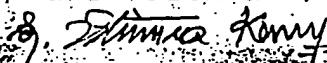
Yours faithfully,  
for ORCHID CHEMICALS AND PHARMACEUTICALS LIMITED

  
M.N. Reddy  
Deputy Managing Director

S/o... V. A. PERIYAYYA ..... residing at ..... read  
carefully the terms and conditions of the appointment letter  
offered to me and understood its content. I accept fully  
the terms and conditions mentioned therein and will be reporting  
for duty on or before. ....

Thanking you,

Yours faithfully,



(SIGNATURE)

NAME IN BLOCK LETTERS

(S. VENKATESWARA)

STATION

Madas

DATE